

File No. MoES/29/234/2015-RTI

Government of India  
Ministry of Earth Sciences

Prithvi Bhawan, IMD Campus  
Lodhi Road, New Delhi.  
Dated – 02/05/2016.

To

Sh. Raja Acharya,  
Flat No K-7Cluster-8,  
Sector-3 Purbachal,  
Salt Lake City,  
Kolkata – 700097

Subject:-Information sought by Sh. Raja Acharya, Flat No K-7Cluster-8, Sector-3 Purbachal, Salt Lake City, Kolkata – 700097 under RTI Act. 2005

Kindly refer to your RTI application dated 11/01/2016 on the above mentioned subject.

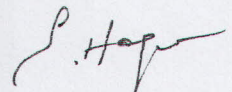
2. The reply~~s~~ provided by the concerned officer vide MoES ID Note No. MoES/29/20/2014-Estt. dated 02/05/2016 is enclosed herewith.

3. An appeal, if any, against this reply may be made to the Appellate Authority of the Ministry, at the following address within 30 days of the receipt of the letter.

Shri Vivek Misra, Director /FAA.  
Ministry of Earth Sciences, Prithvi Bhawan,  
IMD Campus, Lodhi Road, New Delhi-110003.

Encl. (One Sheet)

Yours faithfully,



(E. Haque)

Central Public Information Officer & Scientist 'C'  
Tel. No. 24669521.

Copy for information to:-

1. Director, (ICC) & FAA MoES, New Delhi.
2. Dr. N. Khare, Sct. 'F' & Transparency Officer, MoES, New Delhi.
3. US (Estt) for information.
4. In Charge IT Section (Sh. Krishnan is requested to upload this reply on website [www.moes.gov](http://www.moes.gov)





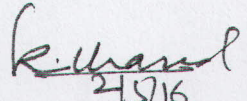


Estt. Section

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Subject:- Supply for information sought by Shri Raja Acharya, Kolkata under RTI Act, 2005.

In continuation of this section's ID Note of even No. dated 5/04/2016 on the subject cited above, it is stated that twelve requisitioned documents pertaining to information (b) & (c) of the RTI application to be provided to Shri Raja Acharya, Kolkata under RTI are enclosed. CPIO is requested to provide the same to the applicant.

  
21/5/16  
(Kailash Chand)

Under Secretary to the Govt. of India.

Encl: 12 (Twelve) documents.

Shri E. Haque, CPIO & Scientist-C, MoES

MoES ID Note No. MoES/ 29/ 20/2014-Estt. dated 04/2016.21/5/2016



Pro-forma for furnishing information by the Nodal Officers to the Implementation Cell

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S. No.	Recommendation of 7 <sup>th</sup> CPC	Para No. of the Report	Whether directly concerns the Department	If answer to column 4 is yes, specific views of the Department (mandatory)	Representations, if any, received from the Staff Association and the demand	Views of the Department on the demand	Views, if any, on any general recommendation not directly concerning the Department (optional)
1.	<p>7.5.4 In a bid to prevent the flight of scientists, the III CPC introduced the Flexible Complementing Scheme (FCS), which de-linked progression in the hierarchy from availability of vacancies, thereby ensuring time-bound career progression to higher levels for meritorious scientists. The Scheme, suggested by <u>the III CPC for only a few departments engaged in R&amp;D</u>, has been extended to more departments subsequently and is now applicable to all Scientists working in various departments declared as Scientific by Ministry of Science and Technology.</p> <p>7.5.5 FCS, however, was not made applicable to departments of Space and Atomic Energy and DRDO, which were allowed to devise their</p>	<p>7.5.4</p> <p>7.5.5</p>	Yes	<ul style="list-style-type: none"> <li>All science departments, atomic energy (space was its part then), defence research, Meteorological Department, Geological Survey, Botanical Survey, Zoological Survey etc. <u>were treated at par and recommended for FCS implementation for Group A officers</u> then.</li> <li>So as to extend career progression like FCS to Group B &amp; C category of technical/scientific manpower in Space, Atomic</li> </ul>	<p>Extract from Para 7.5.22 of 7<sup>th</sup> CPC Report is reproduced below:</p> <p>The association of scientific support staff of the Ministry of Earth Sciences, among other associations, has demanded MBPS for Groups 'B' and 'C,' on the lines of the dispensation available in Departments of Atomic Energy and Space and DRDO. In so doing it has been submitted that a unified cadre structure for Group 'B' and 'C' scientific support staff having similar entry qualification would</p>	<p><u>Fully supports the genuine demand for implementation of uniform and identical Career progression schemes across the S &amp; T departments with MPS and MBPS that fully covers all cadres of S &amp; T personnel functioning at Group A, B &amp; C cadres</u></p>	







<p>respective <u>Merit Promotion Scheme (MPS)</u> on the lines of FCS: The V CPC recommended certain changes to the FCS for R&amp;D professionals at Group 'A' level, and recommended uniform application of this modified FCS to all scientific departments including DRDO, Space and Atomic Energy. The government, however, did not accept the recommendation for extension of the modified FCS to all departments. The VI CPC recommended that the existing scheme of FCS with necessary modifications (MFCS) be continued for R&amp;D professionals in all S&amp;T Organizations and that the Merit based promotion scheme in the Department of Atomic energy, Space and DRDO may also continue.</p> <p><b>7.5.22</b> It has been reported that barring the three departments which have MPS, the career progression of the scientific support staff is vacancy based even in scientific departments where MFCS for scientists is in place. The association of scientific support staff of the</p>	7.5.22		<p>Energy and Defence Research (DRDO), MPS was formulated.</p> <ul style="list-style-type: none"> <li>• MPS allowed separately to those departments so far despite recommendations of subsequent Pay Commissions for implementing uniform application career progression schemes.</li> <li>• Provisions of MPS for Group B &amp; C scientific/ technical manpower should have been extended to all Scientific Departments where ever such group of personnel cadre exists.</li> <li>• Despite having such cadres in Meteorological</li> </ul>	also get put in place.		<div style="text-align: right;">102</div>
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<p>Ministry of Earth Sciences, among other associations, has demanded MBPS for Groups 'B' and 'C,' on the lines of the dispensation available in Departments of Atomic Energy and Space and DRDO. In so doing it has been submitted that a unified cadre structure for Group 'B' and 'C' scientific support staff having similar entry qualification would also get put in place.</p> <p>7.5.23 The Commission has noted that the demand for introducing the MBPS for Group 'B' and 'C' scientific support staff was first addressed by government in 1998 when Ministry of Science and Technology constituted the Rajan Committee. The Committee recommended MBPS on the lines of FCS in only those departments which had FCS in place. It further recommended that there would be two distinct streams of promotional avenues for Groups 'B' and 'C' personnel. The final outcome of this is not known.</p>	7.5.23		<p>Department, Geological Survey, Botanical Survey, Zoological Survey, Survey of India etc., <u>MPS provisions of career progression have not been extended even after treating all departments of Science &amp; Technology were treated at par by the III CPC that has recommended for separate career progression scheme like FCS in 1973 and was accepted by the Government.</u></p> <p>• <u>Hence, it is prudent now for the Government to implement identical career progression</u></p>			101
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	7.5.24 In the light of the above, this Commission suggests that the issue be examined by government and a conclusive view taken.	7.5.24		<u>schemes across the S &amp; T departments with MPS that fully covers all cadres of S &amp; T personnel functioning at Group A, B &amp; C cadres</u>			100
2.	<p><b>Performance Related Incentive Scheme (PRIS)</b></p> <p>The Sixth Pay Commission in paragraph 2.5.8 of its report recommended introduction of a new performance based pecuniary benefit, over and above the regular salary, for the Central Government employees. The Government of India accepted the recommendations and decided that the detailed guidelines will be issued by the nodal ministry. Performance Related Incentive will be payable taking into account the performance of the organization and employee during the period under consideration. It is based on the</p>	2.5.8 of VI CPC	Yes	7.5.33 It is noted that contrary to the assertion by Departments of Atomic Energy and Space, the attrition rate has continued to fall. Therefore, while the Commission sees merit in continuing with PRIS for arresting attrition in these organizations, it is not in favour of increasing the incentive percentage. The PRIS (O) and PRIS (G) taken together already amount to	<p>Extract from Para 7.5.30 of 7<sup>th</sup> CPC Report is reproduced below:</p> <p>Associations of scientific staff in Departments of Atomic Energy and Space have submitted that PRIS, as presently implemented, has gone a long way in arresting attrition and accordingly need to be continued. They have however sought an increase in the incentive percentage of PRIS</p>	<p><u>Strongly support for the uniform and identical PRIS implementation across the S &amp; T Departments of the Government now with 7<sup>th</sup> CPC implementation</u></p>	



<p>principle of differential reward for differential performance. <b>Not implemented in several departments of S &amp; T except in Department of Space and Atomic Energy.</b></p> <p><b>7<sup>th</sup> CPC Mentioning of PRIS</b></p> <p><b>7.5.25</b> PRIS is operational in Departments of Atomic Energy and Space. PRIS is a variable component of pay and is awarded on the basis of the performance of individual/ group/organization, measured against goals set for a given period of assessment. PRIS is nonadditive and non-cumulative. The form of PRIS envisaged is organization and design specific and is payable as a cash incentive either when it becomes due or on a monthly/quarterly/annual basis. It is based on the principle of differential reward for differential performance. The scheme is transparent and centrally implementable. The Scheme has three components- Organizational, Group and Individual.</p>	<p>7.5.25</p>		<p>30 percent of the basic pay, which is substantial. This would be more so when the rise in pay levels post implementation of VII CPC recommendations is taken into account.</p> <p><u><b>Hence, it is prudent to introduce atleast from now to implement PRIS in identical and uniform manner across all S &amp; T departments</b></u></p>	<p>(O) and PRIS (G) as lately the attrition rate has somewhat increased. They have also demanded extension of PRIS (I) to the apex level posts of the organizations presently covered under the scheme, the stated justification being that Heads of Organization have a critical role to play in the formulation and implementation of scientific policy of the government. The associations have also requested extension of PRIS (I) to the entire Report of the Seventh CPC 205 Index department instead of limiting it to the scientific cadres. Demands have also been made for exempting Medical</p>		
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<p>Organizational PRIS</p> <p><b>7.5.26</b> Organizational PRIS or PRIS (O) is awarded to all personnel in the department and its constituent units based on accomplishment of various objectives at the organizational level, in the form of Special Allowance at the rate of 20 percent of pay, payable on a six monthly basis and subject to fulfilling the following eligibility criteria: <input type="checkbox"/> Attendance of not less than 175 working days during the preceding financial year. <input type="checkbox"/> Incentive shall not be admissible for the period of EL/HPL/Commuted Leave etc. availed singly or in combination, in excess of 30 days during the financial year for which the organizational incentive is otherwise payable. <input type="checkbox"/> APAR grading should be Good/B+ or above. <input type="checkbox"/> Should not be under suspension or deputation.</p> <p>Group PRIS</p> <p><b>7.5.27</b> Group PRIS or PRIS (G) is awarded to all employees belonging to specific groups identified in all Units of the</p>	<p>7.5.26</p> <p>7.5.27</p>			<p>Leave for fulfilling the conditionality of attendance for being considered eligible for grant of PRIS (O) and PRIS (G).</p> <p><u><b>Further, DST Scientific Officers Forum submitted the demand to 7<sup>th</sup> CPC and also all cadres of Inter-Departmental Coordination Meeting held on 5<sup>th</sup> Feb., 2016 also recommended for uniform and identical PRIS implementation across the S &amp; T Departments of the Government without further delay.</b></u></p>		
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<p>Department—scientific, technical, administrative and auxiliary, Report of the Seventh CPC exhibiting excellence which have significantly contributed towards the realization of the organizational objective in a particular year, in the form of Special Allowance at the rate of 10 percent of the basic pay of the individual during the financial year, based on annual assessment and which is further subject to fulfilling the following eligibility criteria: <input type="checkbox"/> Overall grading in APAR of the preceding reporting year should be Very Good or above. <input type="checkbox"/> For SC/ST personnel, the same should be Good or above. <input type="checkbox"/> Other criteria remain the same as PRIS (O).</p> <p><b>Individual PRIS</b></p> <p><b>7.5.28</b> Individual PRIS or PRIS (I) are variable additional increments granted to all eligible Scientific and Technical personnel at the time of promotion in recognition of individual meritorious</p>	<p>7.5.28</p>					
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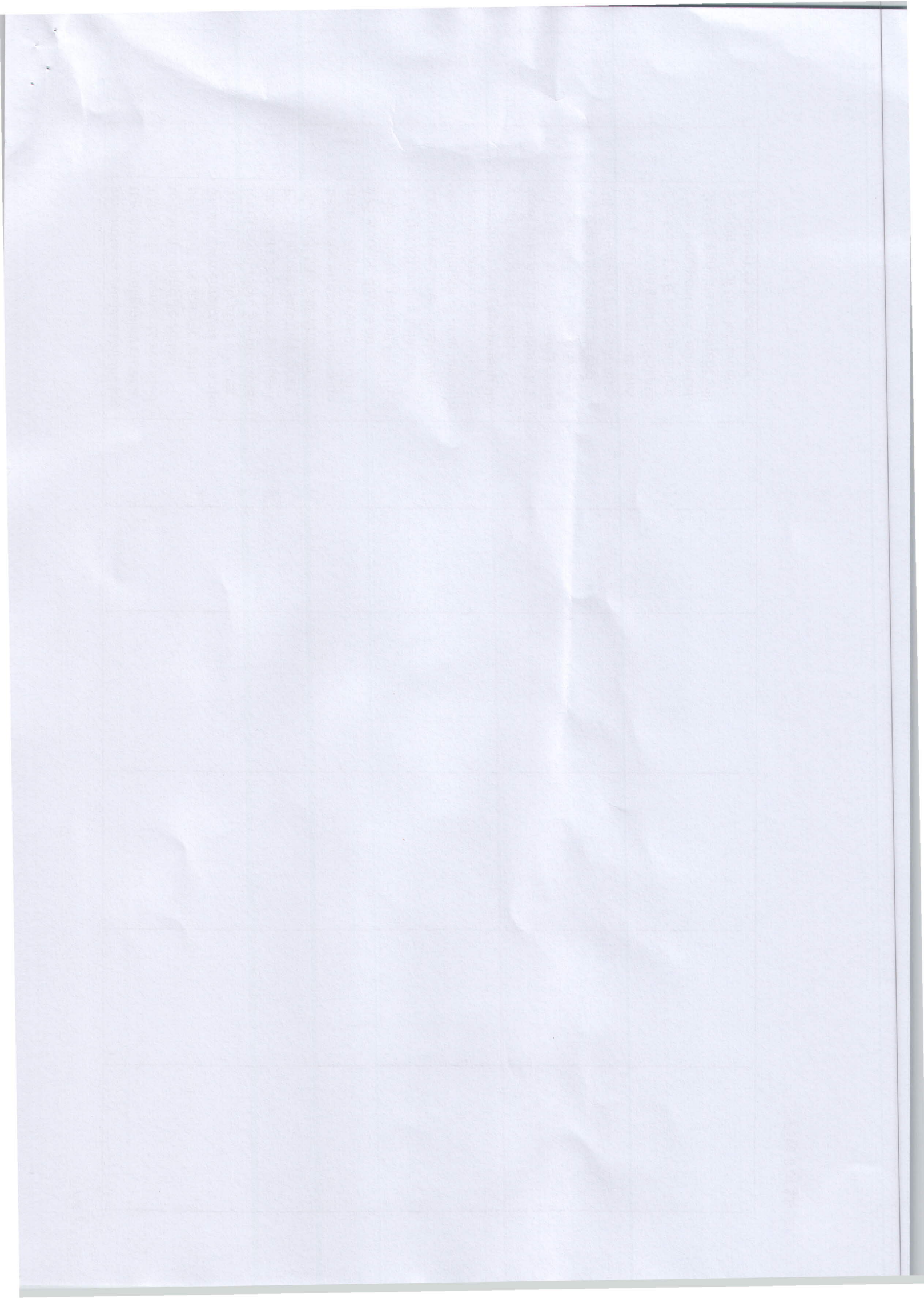






<p>performance subject to fulfilling the following eligibility criteria:</p> <ul style="list-style-type: none"><li>☐ Variable increments awarded to Scientific and Technical personnel are specific to the Grade.</li><li>☐ An employee will enter into PRIS (I) only after the first merit promotion.</li><li>☐ A promoted candidate should not get less PRIS (I) increments than what the candidate was drawing before the effective promotion date.</li><li>☐ Eligibility condition of 175 working days is not applicable for grant of PRIS (I).</li><li>☐ The DPC/Standing Selection Committee, after considering the total length of time taken by an employee to earn promotion, will recommend the total number of variable incentives payable under PRIS (I)</li><li>☐ Up to six increments can be recommended to the officers in the grade of Scientist H and above (except Officers at Apex Scale), four increments to the officers in the grade of Scientist C to Scientist G and maximum three increments to Technical Staff.</li><li>☐ Variable increment will be multiple of one increment, but subject to the ceiling of</li></ul>						
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	<p>₹10,000 per month. 2 The amount of incentive increment payable as PRIS (I) has no relation with the normal rate of increments under pay fixation/annual increment.</p> <p>7.5.29 The Commission has been informed that of the three components, only PRIS (O) and (I) are under implementation and that PRIS (G) is yet to be awarded.</p>	7.5.29					
	<p>26 Merger of Group A level scales of Scientist – 'E' (Grade Pay of Rs. 8700/-) and Scientist-'F' (Grade Pay of Rs. 8900/-) being a difference of Rs. 200/- grade pay as per VI CPC recommendation.</p>	No Reference	<p>Yes Concerns all S &amp; T Departments (Pls. see the justification at Column 5)</p>	<p>By removing Scale at Grade Pay of Rs. 8900/-, the total period of service to be put in by the best performing scientist in S &amp; T Departments <u>(17-years)</u> would be the same as that of best officers in organized services to reach Joint Secretary Scale at Grade Pay of Rs. 10,000</p>	<p>Demand is raised in internal consultations for putting up the issues to 7<sup>th</sup> CPC implementation cell</p>	<p>Demand is fully supported</p>	-
4.	<p>Merger of Group B level scales of Grade Pay of Rs. 4600/- and Grade Pay of Rs. 4800/- being a difference of</p>	No Reference	<p>Yes Concerns all S &amp; T Departments (Pls. see the</p>	<p>Fully justified so as to improve the motivation and efficiency of large</p>	<p>Yes Non Gaz Officers Association of IMD had given</p>	<p>Demand is fully supported</p>	-







	Rs. 200/- grade pay as per VI CPC recommendation.		justification at Column 5)	cadres in Group B	representation		
	<p>Revision of Antarctic Allowance</p> <p><b>8.10.67</b> Cell Name: RH-Max</p> <p>Rate recommended:</p> <p>Level &gt;=9: ₹31,500 pm</p> <p>Level &lt;=8: ₹21,000 pm.</p> <p>As mentioned earlier, this is taken as the ceiling for RHA, i.e., no government employee faces more Risk/Hardship in his work than our Defence officers and jawans posted in Siachen Glacier.</p> <p><b>Hence, no RHA can have a value higher than this allowance.</b></p> <p>The cell subsumes two allowances: Siachen Allowance and Antarctica Allowance.</p> <p>The rate in this cell has been worked out by multiplying the existing Siachen Allowance by a factor of 1.5.</p> <p><b>8.10.79</b> V CPC had recommended for development of a "composite index of difficulty/hardship." However no such index has been developed. While this Commission has attempted</p>	<p>8.10.3</p> <p>8.10.64</p> <p>8.10.67</p> <p>8.10.79</p>	<p>Yes</p> <p>Concerns our annual Antarctic Expedition</p>	<p>Fully justified in view of the following reasons:</p> <ul style="list-style-type: none"> <li>• Need to delink Antarctic Allowance with that of the Siachen as apart from hardship, Antarctic region is much more riskier in many ways</li> <li>• Antarctic is a no man's land and that too more remote and highly hazardous; no rescue efforts are possible to organize within a short span as compared to Siachen.</li> <li>• Skilled scientific manpower is placed in Antarctic Research Station as</li> </ul>	<p>Yes</p> <p>Director (Logistics) of our National Centre for Antarctic and Ocean Research, Goa has given such representation</p>	<p>Fully justified and seeks full consideration as per the following:</p> <ul style="list-style-type: none"> <li>• Summer time Allowance to be revised from existing rate of Rs. 1125 per day to Rs. 1500 per day</li> <li>• Winter time Allowance to be revised from existing rate of Rs. 1688 per day to Rs. 2000 per day</li> </ul>	-



to study all such existing allowances, grade them in order of severity, and have a structured approach for compensation on this count, it feels that there is scope for a more scientific approach. Accordingly, this Commission endorses the suggestion made by the V CPC that government should set up an expert committee to identify the various factors comprising difficulty/hardship (like altitude, temperature, remoteness, etc.) and map out the entire country accordingly. The Remoteness Index of Australia may be studied for this purpose. The risk involved in jobs should also be assessed scientifically. The risk/hardship allowances can then be rationalized further.			compared to the skill levels of manpower.			
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Extracts of notes - taken from  
File No. MoES/21/5/2014-Estt

Page No. 92

Reference: - IMD's letter No. A-885/Paycommission/2014-E-1 dated 01/03/2016(FR).

Vide FR, in response to this Ministry's O.M. No. MoES/21/5/2014 - Estt. dated 16/12/2015, IMD referring their communication dated 18/01/2016, has requested that following demands of IMD may also be proposed to the Empowered Committee of Secretaries constituted on the recommendations of 7<sup>th</sup> CPC:

- i. Merger of Assistant Meteorologist Grade -I (GP 4800) and Assistant Meteorologist Grade -II (GP 4600), as both posts belong to Group 'B' gazetted and carry similar nature of work.
- ii. Number of Modified Assured Career Progression Scheme should be increased to 4 from the existing 3 and may be done on promotional hierarchy.

2. In this connection, it is intimated that no communication dated 18/01/2016 regarding views/opinion on recommendation of the 7<sup>th</sup> CPC has been received from IMD. Hence we may ask IMD to forward a copy of the same to this Ministry.

3. As regards demands of IMD cited at point No. i & ii below para 1 above, we may, if approved, forward the same to Deptt. of Expenditure (Ministry of Finance) for necessary action.

Submitted please.

11/03/16

SOLE

US (Estt.)

11/3/2016

R. Unnikrishnan  
11/3/16

DS (Estt.)

14.03.16

Sc. G & Nodal Officer (Dr. K J Ramesh)

- i) Item i. above is already communicated to the 7<sup>th</sup> CPC cell. pl. see the pg 9 of the attachment at X. The said doc. along with other listed issues has been cleared by Secy, MoES.
- ii) Item ii. above is flagged by several Authorities / Bodies already.

DS (Estt.)

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US (Estt.)

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SOLE

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P-950/457/Adm (KSR) 16  
14/3/2016

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